Celebrating 100 Issues of Convoy Dispatch!

TEAMSTER CONVOY DISPATCH

IBT 109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — Oct. /Nov. 1990 #100

IBT Convention Set for Non-Union Hotel; Carey Urges Move to Union Facilities

The historic IBT Convention, June 24-28, 1991, is scheduled to be held in a non-union convention center, with most of the delegates housed in non-union hotels. The convention site was selected by the IBT General Executive Board.

Ron Carey, in a letter to Teamster President McCarthy, has urged that a switch be made, arguing that union principles dictate that our highest union body should use union goods and services where possible. Carey is running for General President as the independent reform candidate.

The IBT Convention proceedings will be held on Disney property near Orlando, Fla., at the Walt Disney World Dolphin hotel. In addition, the bulk of the delegates will be housed in the Dolphin and Walt Disney World Swan hotels, both non-union.

To enter the Dolphin, where the convention will be held, you cross over a moat to reach the facility. Perhaps the IBT leadership's choice of this non-union fortress is symbolic of their feelings of being under seige and of a desperate last attempt to keep the rank and file out of our union!

The Hotel and Restaurant Employees union (HERE) points out that there are several major unionized hotels on Disney property and others nearby. Those will be used for many Teamster delegates, as "overflow" from the non-union facilities, which will bag millions of Teamster dues dollars unless a change is made.

Several HERE officials, speaking on condition of anonymity, expressed anger at the lack of solidarity on the part of the IBT leadership. They stated that HERE protested to the IBT, but now is low-keying the issue to keep peace with the Teamsters union.

Local Union Action

There are two actions that local unions can take, if members are concerned about this matter. A motion at your local union meeting would be in order, to this effect:

"Local Union --- shall write to General President William McCarthy requesting that adjustments in our IBT Convention be made, so that it will be held in union facilities. Both the letter to brother McCarthy and any response shall be posted on union bulletin boards. Also, Local Union --- shall not house our delegates in non-union hotels, but instead shall reserve space at union hotels."

According to HERE, the following hotels are union: Disney's Contemporary Resort, Polynesian Resort, Grand Floridian Beach Resort, Caribbean Beach Resort, Yacht and Beach Club Resorts, Village Resort; and, The Disney Inn, Grosvenor Resort, The Buena Vista Palace at Walt Disney World Village, and Hotel Royal Plaza. The IBT has booked three of these union hotels for delegates: the Caribbean, Yacht and Beach Club, and Grosvenor.

In addition to the non-union Dolphin and Swan hotels, the IBT is also using the non-union Hilton at Walt Disney World Village.

The issue is one of solidarity and basic unionism. With some 17% of U.S. workers protected by a union contract, it is essential for trade unionists to do everything possible to promote union jobs, and not feed the non-union trend. Our historic IBT

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JOIN TDU

Convoy Dispatch has 100 issues under its belt. As we begin our next 100 issues, the most important IBT Convention in the history of our union is but nine months away. TDU will be leading the way as the rank and file rebuild a strong and democratic Teamsters union from the castles in the sands of Florida. Join TDU today and get the historic news every issue in *Convoy Dispatch.*

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (___) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

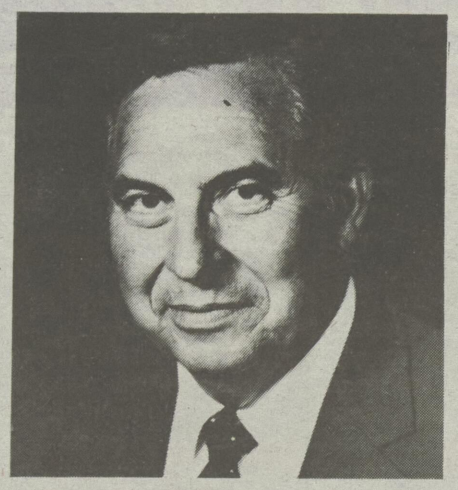
Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

WANTED



WELDON L. MATHIS
Attempted Theft of Our Right to Vote

Position: IBT General Secretary-Treasurer
1989 Compensation: $265,414
Record:

- Stole '87 election in Georgia Local 728, chartered new Local 928 for his son, Lamar. (Teamsters for Democracy later won a DOL-supervised election in the recombined local.)
- Negotiated '88 Master Freight Agreement and imposed it on freight Teamsters with minority rule, after 64% had rejected the contract.

Background: Weldon L. Mathis—a has-been, with no rank and file support— is publicly calling for delegates to go to the IBT Convention in June 1991 and remove our newly won Right to Vote from our Constitution, in a desperate attempt to cater to officials who resent the election process.

At the Eastern Conference Convention in August at Hilton Head, S.C., Mathis gave a speech in which he urged the hundreds of officials present to work to take away the membership's Right to Vote. He claimed that the members are not smart enough to elect their leaders, so the selection of IBT leadership should be left to the officials, as it has always been done.

Mathis is armed with millions of dollars paid by our dues, and is considered dangerous. Take no chances.

Elect rank and file delegates in your local to protect our right to vote, and vote Mathis out for good!

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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TDU International Steering Committee

Co-Chairs:
Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Sarah Bequette, St. Louis Local 600 spouse
John Braxton, Philadelphia Local 623
J. Anthony Smith, Washington, D.C., Local 639

Members:
Scott Askey, Barstow, Calif., Local 63
Sam Fenn, Los Angeles Local 63
Jackie Jenkins, Memphis, Tenn., Local 891
Connie McArthur, Seattle Local 174
J. B. McCallister, Denver Local 961
Michael Ruscigno, New York Local 138
Don Stone, Detroit Local 283

Alternates:
Dana Beougher, Tampa Local 79
Gillian Furst, Minneapolis Local 1145

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PAY ATTENTION TO YOUR PENSION

Southern Conference Officers' Fat Pensions

Membership dues of Teamsters in the Southern Conference have bought for their officers some of the fattest pensions around. While most of us know our dues pay for multiple pension plans for our officers, to go with their multiple salaries, Southern Conference Teamster officers get a plan that puts even the "Rolls Royce" Family Plan of the International union to shame.

The Southern Conference of Teamsters Pension Plan covers officers and employees of the Southern Conference, and BAs and officials of all Southern local unions. It is so well funded that contributions haven't been paid by locals or the conference since 1986. Yet the fund manages to pay incredible benefits.

For instance, with 20 years of service, an officer can get an unreduced pension at age 50. An officer whose average salary was $50,000 per year during his or her last three years, and who retires at age 50 after 25 years, would get $3,021 per month. That's on top of early retirement benefits from his or her other two to three retirement plans.

TRF, the Teamster Rank and File Education and Legal Defense Foundation, sought information from the Department of Labor on the SCT Pension Plan. The 1986 and 1987 financial statements (the latest available) were completely blank except for the name of the plan, and the signature of Joe Morgan, director of the Southern Conference and trustee of the plan. Morgan reported that the plan covered 13 participants, when in fact it covers hundreds of full-time officers, BAs, and employees of all the local unions, joint councils and state conferences in the Southern Conference.

Before the plan became overfunded in 1986, locals were paying a figure equal to 21.7% of officers' and employees' salaries to the pension plan. For example, Local 480 in Nashville, Tenn., with 13 full-time officers and employees who were paid a total of $372,466 in 1986, was also paying in $80,825 of members' dues money to this pension plan. A large local like Local 745 in Dallas paid in approximately $200,000 per year. Multiply that by all the locals in the Southern Conference and you can see why this plan can pay so well.

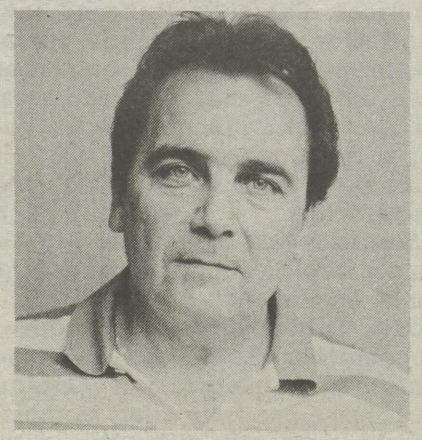
That's Not All

Besides huge benefits at an early age, there are other nice (and expensive) features of this plan. For instance, only five years of service are required before a participant becomes vested (or guaranteed to get a benefit). Most Teamster pension plans covering rank and file members require a full 10 years to vest.

But even if an officer doesn't vest, he or she can get a lump sum "termination benefit": 100% of any self-contributions, plus 4-1/2% of annual earnings after July 31, 1972. So if you were in office from 1987 to 1990, and were paid $50,000 each year, you'd get $6,750 from the plan even though you were never vested. All benefits paid by this plan can be received in a lump sum form, the "actuarial equivalent" of the life-time benefit.

And check this out: the plan allows you to receive retirement benefits while still employed, if you reach age 59-1/2 and have 20 years of service. This is in direct violation of the IBT Constitution (see related story this page on Joe Morgan.)

If you have friends among the trustees, you can be paid "a retirement benefit of such other amount and form which, in the opinion of the Trustees, will best meet your circumstances." We wonder just who have been the beneficiaries of these "optional forms of payment," and how much they got!



I'll Be There

Jack Widmer
Local 24, CF
Akron, Ohio

It is obvious that our current leadership at the International is totally out of touch with the rank and file membership. I will be at the TDU Convention working with others to help put our union back on the right track.

Central States Fund Announces Change to Re-Employment Rule

For years, Central and Southern Conference Teamsters have protested the Central States pension fund's "re-employment rule." The rule was used to suspend the pension of any retiree who took just about any kind of job.

Last year, TDU began proceedings leading to a lawsuit against the pension fund over the re-employment rule. Under that pressure, the fund has announced a change in the rule. But it has yet to reveal what the new rule actually is, except for a vague description in a brochure.

Below is the actual wording of Central States' new re-employment rule. This information was given to local unions, but not to rank and file Teamsters who will be affected.

Effective March 1, 1990, only the following kinds of employment of a Participant or Pensioner will result in a suspension of pension benefits.

1. Employment in any position ... by a Contributing Employer of the Fund; or,

2. Employment by any employer, other than a governmental agency, in any position covered by a (contract) between that employer and any affiliate of the International Brotherhood of Teamsters; or,

3. Employment in any position ... not including government employment, either in the same industry in which the Participant or Pensioner earned any Contributory Service Credit in the fund, or in ... the same job classification as are other Participants then employed by a Contributing Employer in the same standard metropolitan statistical area.

A "standard metropolitan statistical area" is determined by the census bureau. You can find your own standard metropolitan statistical area in your public library.

So, for example, if you retire as a road driver in the freight industry, and then go to work as a lawn mower sales rep, your pension won't be suspended unless there are Teamster sales reps in your area who are in the pension fund.

The new re-employment rule still appears to be too strict to stand up to legal challenge. If you think you have unfairly been denied a pension because of re-employment, contact TRF at (313) 842-2615. Nearly all members who have worked with TRF attorneys on appealing their suspension of pension benefits have won the return of their pension benefits.

VP Morgan Bags $1 Million Pension, Then Illegally Stays in Union Office

IBT Vice President Joseph Morgan has received approximately $1 million from the Southern Conference of Teamsters Pension Plan and stays in office in violation of the IBT Constitution. Morgan also is director of the Southern Conference.

The pension plan covers officers and employees of the Southern Conference, and all its local unions, joint councils and state conferences. The plan makes available an "in-service retirement" benefit to officers who reach 59-1/2 years of age with 20 years of service. Morgan apparently received his in-service benefit in the form of a lump sum.

Article XVIII, Section 6 of the IBT Constitution states that any member, including an officer, who receives pension benefits "shall be considered to have retired" and shall have a withdrawal card issued to him or her. Thus a retiree cannot maintain the membership in good standing required to be an officer.

At the 1986 IBT Convention, where this constitutional language was adopted, President Jackie Presser was asked about officers who received lump sums from joint council plans and continued to hold office. "They cannot hold office legally," he replied.

Yet Morgan continues to hold his International and Southern Conference offices. Last year he was paid total compensation of $275,684 for those positions.

Central States Trustee Cook Has Well-Feathered Nest

The Southern Conference of Teamsters Pension Plan (see article this page) is very lucrative, especially for younger officers. For example, let's look at what Local 528 President and International Rep R. Jerry Cook can draw from this plan when he retires. Cook is a trustee of the Central States Pension Fund.

We're told Cook is 47 years old. If he retires in 1993 at age 50, he will receive about $3,533 per month from this one plan. (This assumes he will get raises of about 5% a year, which he has for the last six years.)

In case you think that's not enough for a 50-year-old pensioner, he can also draw $406 per month from the Central States plan, and $968 per month from the Affiliates Plan (for local officers). At age 57, he can draw another $2,189 from the Family Plan (for International officers) based on his 1993 retirement. So at age 57, after retiring at age 50, Cook could be getting $85,159 a year from our dues.

If Cook works until the ripe old age of 57 (10 years from now), and continues to get his accustomed 5% raises each year, he can get a pension of $13,734 per month, or $164,808 per year—$6,176 per month of that will come from the Southern Conference Plan.

Compare these pensions to the average pension benefit of new retirees in the Central States plan for 1988: $666 per month, or $7,992 per year. That is the *only* Teamster pension most Southern Conference members will ever get.

Cook's projected pensions at age 57, based on 5% per year raises from both the International and Local 528, break down like this:

Central States	$1,250/month
Affiliates Plan	2,231/month
Family Plan	4,077/month
Southern Conference	6,176/month
Grand Total	**$13,734/month**
	or $164,808/year

FREIGHT NEWS

Fore Seasons Owner-Operators Want Improvement

Local 200 owner-operators at Fore Seasons, a special services division of Fore Way Express in Wisconsin, are fighting to get out from under a cut-rate addendum and the Central States Area Iron and Steel and Truckload Supplement. The owner-operators are angered by the unfairness of their pay and conditions. "Special services" at Fore Seasons translates into doing the same work for less. Specifically, drivers say that 90% of the loads they pull are LTL, yet they are stuck in a truckload supplement.

A lack of union representation adds insult to injury. Drivers are domiciled in Wisconsin, Iowa, Illinois, Indiana and Michigan, and their cut-rate contract isn't enforced. The company literally dominates the union to a degree that strongly suggests collusion. Business agent Don Wetzel is inaccessible to members' and stewards' calls, ignores votes on work rules, cuts side deals without the approval of the affected members, and even allows the company's labor rep to stand in on union craft meetings.

As one member described it, "When a union meeting is called, we know the company must want another giveback."

The last contract expired March 31, 1989, but was not settled until August 1989. Wages and benefits were not retroactive and the 1990 increase was not effective on April 1, but on the anniversary of the contract signing, in August. Other problems include a three-tier pay scale; drivers are not paid layover time until the 16th hour, a one-hour violation of the contract; time spent loading and unloading is paid at the hourly rate of $11.70 (for 100%ers) after the third hour, and nothing is paid to the truck; the formula for the fuel surcharge paid quarterly does not fairly compensate for increased costs; and non-union carriers are allowed to pull Fore Way trailers from company terminals.

A growing threat to the owner-operators is an increase in bid runs with company equipment. The contract allows only five bid runs with day cabs, and states that additional bid runs may only be established by agreement of the parties. After 98% of the drivers voted down a company proposal to add 12 more day cabs, Wetzel later allowed the company to add 15 without a vote of the drivers.

Stewards are given no backing by the union whatsoever. "We have stewards wanting to quit because the union won't help them," said another driver. Fortunately, after encouragement from their brother drivers, the stewards were convinced to stay on and hang in there.

"We realize the company has to make money or we don't have a job," said yet another driver. "The majority of us give 110% every day. But the company, with Wetzel's help, won't adhere to the contract they negotiated."

The Fore Seasons owner-operators are in the process of organizing and educating themselves on their legal rights. They look to the Master Freight negotiations and the upcoming delegate elections as opportunities to begin to address their problems and build unity.

Solidarity Triumphs Over Union-Busting in California

After a 60-day strike, Piggy-Back Services, Santa Fe Railroad subcontractor and partner in a union-busting scheme, signed a contract on Aug. 29 with Local 315. The usual pleasantries were exchanged, but Piggy-Back and Santa Fe officials must have been seething over the union victory.

Several weeks ago, Local 315 expanded its picket lines to surround the Santa Fe Railroad facility in Richmond, Calif. The Brotherhood of Locomotive Engineers and the United Transportation Union (switchmen and train safety workers) refused to cross the picket lines, forcing management to operate the trains. UPS drivers and other local Teamsters also refused to cross, leaving management to operate the vehicles through the picket lines.

It was reported that UPS, a large and valued customer, was wearied by the constant hassle of the union solidarity and gave Santa Fe an ultimatum—settle this dispute in 48 hours or it would take its business to Southern Pacific. Santa Fe immediately notified Piggy-Back Services' office in Chicago. Otto Budig, Piggy-Back's president and CEO, returned to Richmond and signed the contract on Local 315's terms, backing off from his "last, best and final offer" of $14.70 an hour and meeting the union demand of $16.12. This brought the striking workers up to parity with other area railyard workers.

In the weeks prior to July 1, negotiations between Piggy-Back and Local 315 had broken down after Budig had presented the union with a concessionary final offer, which he refused to back away from. Local 315 members had agreed to work past the contract deadline while continuing to negotiate, but on July 1 were informed that they had been locked out. Budig immediately began to replace them with scabs, many of them from Local 710 in Chicago, who were provided with transportation, three meals a day, and motel rooms at company expense.

Local 315 members were outraged by the spectacle of their so-called Teamster brothers scabbing on their strike. Telephone calls and letters from Local 315 officials to IBT Vice President Dan Ligurotis in Chicago went unanswered. Likewise, attempts to reach President William McCarthy were also to no avail. Only after an article appeared in *Convoy-Dispatch* publicizing this deplorable state of affairs did Local 710 promise not to let this happen again. Meanwhile the names of the strikebreaking Teamster members were given to that local.

During the course of the strike not one Local 315 member crossed the line. Advice given by the law firm of Duane Beeson enabled the picket lines to expand. The solidarity displayed and the respect shown for these picket lines by the train engineers, switchmen and railroad safety personnel was exemplary. It should be noted that no injunction or court orders were issued to prevent this expansion.

The main lesson learned by the strikers is that solidarity among unions can bring sudden, positive results. Teamsters should question the lack of action by the International leaders—all card-carrying members of the $100,000 Club—in a time of crisis for their members. Unanswered calls and letters from members struggling for their jobs brings into question what these guys do to earn the big bucks.

One picket summed it up, "It's just as well the strike was settled suddenly. This prevented the president, vice-president and other hangers-on who appear time after time in the *International Teamster* from having a chance to come to the line, wearing their expensive suits and using it as a photo opportunity for campaign purposes in the upcoming elections."

PIE on the Edge

Rumors spread throughout the industry in early September that PIE would close, as checks to suppliers started to bounce. Some terminals could not buy fuel. By mid-September, PIE management had traveled through the system to reassure the troops that things were not as bad as they seemed. They claim the problem was caused by a move by Maxitron to regain control of the operation, and that move was over, with Olympia in charge. Management claims the "share the pain" money (an extra week of held-back pay) will be repaid, but did not give a date.

On Sept. 12, the national grievance committee ruled that since the Transon-PIE deal was considered a merger by the change of operations committee, PIE owes the former Trans-con employees vacations, sick days and personal days. This amounts to millions of dollars. That decision is subject to a stay, pending the Transcon bankruptcy proceedings. The union claims that consideration of lifting the stay will be within about four weeks.

Additional problems along these lines involve Transcon's debts to the Central States and Central Pennsylvania pension and H&W funds, which are $20.7 million, according to F. Wayne Elggren, the chief accountant for the Transcon bankruptcy trustee.

We're Coming to the TDU Convention

Fred and Ramona Veregge—Local 245, CF, Springfield, Mo.

To William McCarthy, in response to your editorial in last month's IBT magazine, don't apologize "for the ***International Teamster*** *magazine taking on the tone of a law review journal." Because of it, we will have the right of free speech and a Teamsters union and IBT magazine we can be proud of when Ron Carey gets in.*

My wife and I will be at the TDU Convention. Anyone who comes will get good information, knowledge, and camaraderie with other people who are equally interested in our union. We're going to have to work doubly hard on the freight contract after what happened to the UPSers, and a large turnout at the TDU Convention will show solidarity and get everybody ready.

Ramona says wives can help by getting involved and making a stand with their husbands.

I'll Be There

Leonard Deatherage
Local 100, PIE road driver
Cincinnati

I'd like to form a PIE committee at the TDU Convention. Our 15% wage reduction will be up April 1 and recently PIE President Gerry McIntyre was in Cincinnati to let it be known we would never be back to 100% wages. He also said he needs some "concessions," whether it be 15% or 10%, and some sick days. By this, to me, it means he's willing to bargain. It's important that PIE Teamsters get themselves together for a most important contract coming up. See you at the convention.

National Freight Planning Meeting at TDU Convention

Freight Bargaining to Start Early

Ken Paff
TDU National Organizer

The National Master Freight Agreement, our union's traditional backbone in the trucking industry, is at a critical juncture. Bargaining is reportedly slated to begin in early December. Contract proposals are due from local unions on October 15 at IBT headquarters. Most freight locals have already held contract proposal meetings to gather and discuss the issues, and excellent proposals are being submitted from many areas.

The future of our union in trucking will be greatly influenced in the coming months, and a pattern on such issues as pension benefits will be set for up to a million Teamsters.

Survey Shows Concerns

TDU has conducted a nationwide survey of our members in the freight field and the responses show a sophisticated understanding of key issues. Rather than simply demanding higher wages, members are also demanding job security, and strengthening the contract and its enforcement provisions.

Roughly half of all returned surveys indicate the pension is the number one issue; the demand is major improvements, spelled out in writing, before approval of the agreement.

Most of the respondents also indicate that job-producing provisions are high priority. These include: 1. reclaiming road work lost to rail, broker and double-breasted operations; 2. providing more full-time, full-scale jobs by toughening up the casual clauses that allow the abuse of casual labor; 3. more time off, which in turn will produce more jobs; 4. expand the agreement and eliminate the "profit sharing" clause of Article 6, Section 2.

On the monetary side, many members rate the restoration of a cost-of-living-adjustment clause as a high priority. Our COLA clause was given away in 1982 in the concession era. Now most members feel it's time to win back what was given away.

National Plans

The TDU Rank & File Convention, Oct. 26-28 in Detroit, will include a National Freight Planning Meeting to discuss the upcoming contract and a strategy to unite the rank and file to win improvements. (See pages 8-9 to register for the convention today.)

Our bargaining power is up: no contract can be put over on us with a 64% No vote, as last time. We have Majority Rule. We have the Right to Vote on our delegates and officers coming at the right time. And we have a better informed membership and a stronger TDU network. Let's use them.

If you have not received a TDU contract survey, there's still time to fill one out before the Oct. 10 deadline. Contact the TDU national office (313) 842-2600.

See page 11 for more freight news.

New Jersey Local 641

Musso Talks Tough, Signs Sweetheart Deal

Girolemo (Sonny) Musso, the president of Secaucus, N.J., Local 641, made lots of noise in 1988 denouncing Weldon Mathis' negotiation of the National Master Freight Agreement. Now Musso has undercut the NMFA at Penn Truck Lines (PTL) in Long Island City Local 807 by signing a substandard agreement with an outfit called Pacific Rail, to replace 44 PTL employees in the North Bergen, N.J., Conrail facility. This was an illegal prehire agreement, as at the time Pacific Rail (PR) had not hired a single employee. The work is mainly UPS rail work.

Local 807 has filed unfair labor practice charges for PR's failure to hire the PTL employees, many of whom are near retirement. Also, the affected members filed an appeal to the International union for Musso's violation of the IBT Constitution's prohibition against such agreements.

In 1969 the Eastern Conference had ruled that the North Bergen yard was a Local 807 job. Some of this must have hit home because when Local 641 was asked for comment, business agent John Kromnenhoek became flustered, said the matter was in litigation and refused further comment.

When PTL was replaced Sept. 1, Local 807 members began picketing, but were ordered to stop by the International. Nevertheless, members look to Teamster President William McCarthy for a ruling in favor of the PTL workers. The effect could be widespread. In two years PTL's contracts with Conrail are up in Chicago, Boston, Cleveland, South Kearney, and elsewhere.

PTL was formerly part of Conrail. In 1985, Conrail Chairman L. Stanley Crane wrote to then U.S. Rep. and now New Jersey Governor James Florio: "Let me assure you that Conrail has no intention of closing our facility at North Bergen, nor do we anticipate the termination of Pennsylvania Truck Lines' contract to manage our facilities."

The PR deal is not Musso's only substandard contract. At the Pathmark facility of Supermarkets General, his contract with Decana Labor Supply pays $3 below scale and has no pension.

Musso Rules Out Opposition

Nor is this the only time Musso has played loose with the rules. When Musso's term was up in 1989, he declared Yellow Freight worker Lonnie Bedell ineligible to run for office, even though the NLRB had ordered Yellow to restore Bedell's job and back wages and benefits. While Yellow was wasting further money on an appeal, Musso in effect sided with management, forcing Bedell on withdrawal card and declaring him ineligible to run for office.

Bedell fought the case and this spring the Department of Labor ordered a rerun election. Musso prevailed in the vote, but in 1991 Bedell will challenge him for delegate to the IBT Convention. Besides the sweetheart contracts, Musso will have to explain his vote for Jackie Presser in 1986.

Freight Lines

Jackson Petition Against Yellow's Game Plan.

A petition is being circulated at Yellow Freight in Jackson, Miss., Local 891 to fight against the corporation's "Game Plan for the Nineties," a precontract strategy to gain concessions in seniority rights and job classifications (see *Convoy Dispatch*, Sept. 1990). This recently hatched program is another "cooperation" scheme to weaken union strength.

The petition reads: "We the undersigned employees of Yellow Freight System do not wish to participate in any company program that will jeopardize our job classifications or bid jobs."

The petition has been signed by some 100 Teamsters of the 136 employed at Jackson and is being sent to Billy Patrick, Southern Conference freight director, and R.V. Durham, IBT freight director.

Contract time is just around the corner and it's time to send a strong message to Yellow Freight that it may choose to negotiate separately out of the TMI employer group, but our union will still hold them to the NMFA.

Will CF Pocono Get Electric Tow Motors in Time for Winter?

As winter approaches and ventilation decreases at the Mt. Pocono CF breakbulk, management has taken a step back on air quality, but promises two steps forward soon. All of the terminal's tow motors are diesel-powered, but management had switched to a less polluting fuel that costs more but emits fewer and smaller particles to clog the lungs. It seems someone didn't pay the fuel bill, so visibility in the terminal has decreased as the old fuel is used again.

Four years ago eight dock workers protested the pollution they were working in. At first, Local 229 said eight was not enough, so 60 signed on. At that point the local was joined by Buffalo Local 375 in issuing a complaint to the National Institute for Occupational Safety and Health, which assesses health dangers at work. The subsequent investigation concluded that dangerous levels of diesel "particulates" were present.

The resulting contract proposals from these rank and file members contributed directly to the improvements on terminal air quality called for in the 1988 National Master Freight Agreement. Pocono management now reports that it has ordered 20-30 electric tow motors. But will they arrive before spring?

Lower Paid Drivers More Accident Prone.

The California Trucking Association has released a study that shows low-paid truck drivers cause twice as many accidents as drivers who are paid above average wages. The study will be used as evidence in an upcoming hearing on minimum rates that California trucking companies must charge consumers. The current rate floor is based on paying truck drivers no more than the federal minimum wage. CTA's Executive Vice President Thomas Schumacher was quoted by *Transport Topics* as saying, "When one of those giant semis comes up behind me, I pray to god the driver's good enough to get paid more than a hamburger flipper at McDonald's."

ELECTIONS, LEGAL NEWS

IBT Convention, June 24-28, Orlando, Fla.

Who Will Be the Delegates?

In December, January or February, your local union will conduct a historic meeting. It will be the nominations meeting to elect your delegates to the IBT Convention. It will be unlike any election in the history of our union.

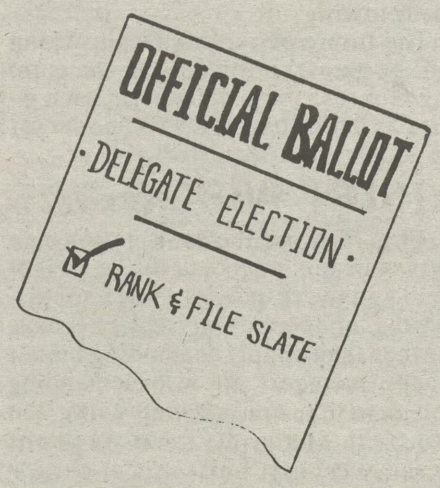
This election will not be conducted by your local officers, but by an impartial election monitor, who will run the nominations, printing of ballots, counting ... the works. This election cannot be tampered with! And, the election will not cost your local, if it uses a mail ballot: the IBT Election Officer has agreed to cover the cost of printing ballots and envelopes, postage, etc.

What Will the Delegates Do?

- Although the delegates will serve for only one week, they will reshape our Teamsters union. They will determine if our union continues to be run by a few overpaid officials, or the membership.
- The delegates will rewrite our Teamster Constitution, from the first page to the last. Majority votes will prevail. They will vote on a Members' Bill of Rights, on changing our pension fund policies, on new rights and directions for our union, and more.
- The delegates will nominate candidates for Teamster General President and the 17 other members of the General Executive Board. Then, those nominated will run in the first-ever rank and file vote of all Teamsters.

Who Is Qualified to Be a Delegate?

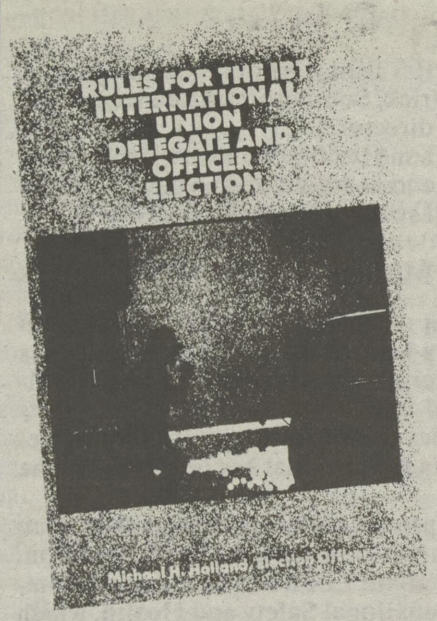
- The most qualified person is a concerned rank and file Teamster like you. Certain officials may tell you that "experienced officers" should be the delegates. This is baloney. Most officials—though not all—have ties with some higher officials. Rather than voting their conscience, they



will be voting as rubber stamps or based on political deals. Independent, rank and file delegates are needed. This convention belongs to the rank and file members, not the officials!
- All delegates will be elected, none will go just because they are officials. A delegate will only serve for one week: June 24-28, 1991, at the IBT Convention in Orlando, Fla.
- Any member in continuous good standing for 24 consecutive months is eligible to run, and to become a delegate. If elected, you will get a leave of absence from work for the week of the convention, and will be paid for all your expenses and lost wages.

How Does a Member Become a Delegate?

- You have to be nominated and win the election in your own local union. You will have to campaign in your local, and ally with other concerned members. And you will have to know your rights to do that.
- Want help, further info or advice? Contact TDU today!



NEW RULES AVAILABLE. The rules that govern the delegate elections in all locals this winter, our IBT Convention next June, and the rank and file election of IBT officers in December 1991 have been revised. The new rules are available to any Teamster member by simply calling the office of the Election Officer at (800) 828-6496.

The rules were revised to provide that the staff of the Election Officer shall conduct every delegate election, and to provide that accredited candidates for International office shall be given copies of the IBT membership list. TDU intervened in federal court to win that access to the list for candidates.

Second List of Locals Holding Fall Elections

Election Officer Michael Holland on Sept. 7 released a second, updated list of local unions that submitted Local Union Plans stating they intend to hold delegate elections in the fall.

The vast majority of local unions will hold delegate elections in the winter. More than 99% of the delegates will be elected during that period.

In-Person Voting

Local	Location	# of delegates
23	Waukesha, Wis.	1
66	Seattle	1
95*	Williamsburg, Va.	1
99	Louisville, Ky.	1
113*	Canton, Ohio	1
240*	Bronx, N.Y.	1
246	Washington, D.C.	1
355	Baltimore	6
444	Auburndale, Fla.	1
752	Glendale, Ariz.	1
877	Linden, N.J.	1
901	Santurce, P.R.	4
1062*	Brush, Colo.	1
1199*	Cincinnati, Ohio	1
2040	Detroit	1

Mail Ballot

15	San Francisco	1
41	Kansas City, Mo.	8
55	Boston	1
147	Des Moines, Iowa	3
153	Springfield, N.J.	1
202	Bronx, N.Y.	4
205*	White Oak, Pa.	2
272*	New York	5
279*	Decatur, Ill.	1
435*	Denver	5
505*	Huntington, W.Va.	1
550	New Hyde Park, N.Y.	1
570*	Baltimore	3
604	St. Louis	1
648	Plattsburgh, N.Y.	1
749*	Sioux Falls, S.D.	1
789*	Fairmont, W.Va.	1
833*	Jefferson City, Mo.	1
840*	New York	1
1055	Topeka, Kan.	1

Combined In-Person and Mail Ballot

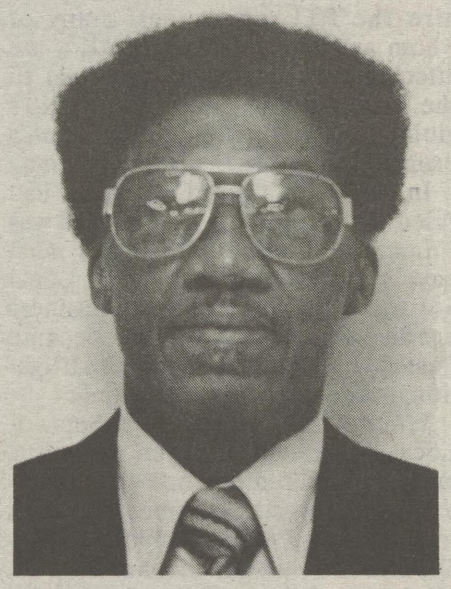
390*	Miami	1
1414*	Philadelphia	1

Local Union Plan approved by Election Officer.

I'll Be There

Frank Honor
Local 283, Marathon Oil
Detroit

I'll be at the TDU Convention October 26-28, and I want to welcome Teamsters from all across this country and Canada to Detroit. Detroit was once a great, thriving labor city. But as in other great industrial cities, we have witnessed the slow demise of organized labor and union solidarity. We must turn our union around. We must encourage rank and file members to run for delegates to the upcoming IBT Convention. This could be the single most important week in the entire 88-year history of our great union. Get involved! Let's not blow this opportunity! Come to the TDU Convention to learn how to run.



Election Officer Offers to Pay for Mail Ballots!

How Will Your Local Vote This Winter?

Teamster Election Officer Michael Holland in August issued a "Mail Ballot Advisory" to all local unions, in which he offered to pay for the printing, envelopes, postage and mailing of ballots for any local that conducts a mail ballot in the delegate election. This means any local can save a lot of money by simply using the mail ballot method.

The vast majority of local unions will hold delegate elections this winter in January, February or March, all conducted and supervised by Holland's staff. Nominations begin in December in many locals (for a January election). A number of local unions have complained about the cost of the election, which is court-mandated as part of the settlement of the racketeering lawsuit. Many asked Holland to have the International pay for the election, since it was the International officials who committed the acts leading to the racketeering problem. Holland has now done that: the International will pay for the election in any local willing to hold a mail ballot.

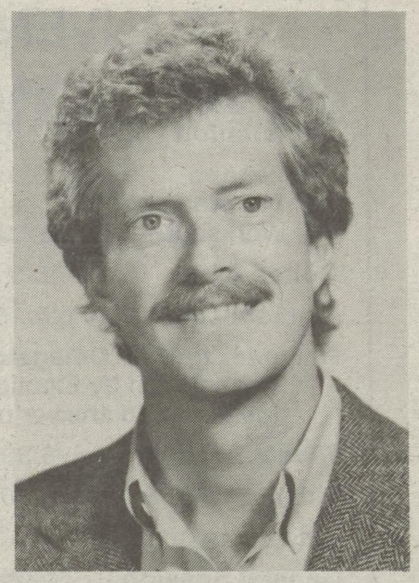
Holland states in the Advisory that he feels mail ballots will be more fair in allowing for the maximum participation, and therefore he is encouraging them. He also has the power to order mail ballots, as he is in charge of the election in every local.

Local Union Plans Due Sept. 30

Each local union must file a Local Union Plan detailing the proposed dates of the delegate nomination and election, proposed method of voting, and other details, by Sept. 30. Holland and his staff will then review them and make any changes they feel warranted.

Any member who is planning to run for delegate should request a copy of the proposed plan, look it over carefully, and speak with the Election Officer or his regional staff coordinator about any concerns. This will allow for input into the election, including on the method of election.

In addition, on Oct. 1 all delegate candidates shall have the right, during normal business hours, to go to the local union hall and inspect all collective bargaining agreements to which the local union is signatory. Candidates may take notes on the employers, their business locations and provisions in the contracts. This information is invaluable in conducting a successful election campaign against incumbent officers, who already know who the employers are and where they're located. The local union may, as an alternative, supply candidates with a complete list of the employers and their locations.



I'll Be There

Tom Shay
Secretary-Treasurer Local 57
Eugene, Ore.

Our union is changing fast. As more new officers get elected in local unions, we need to discuss positive ways to share experiences and develop new, progresssive programs. I myself came into office last year and want to help build the best possible local here. I plan to meet with other officers at the TDU Convention and build a network of support for each other, and especially for newly elected officers.

Ron Carey Wins Access to *International Teamster* Magazine

The October *International Teamster* magazine will contain a full page produced by the Committee to Elect Ron Carey. The campaign space was won as a result of Carey becoming an accredited candidate. Carey turned in over 58,000 signatures of Teamsters, and Election Officer Michael Holland accredited him officially on Aug. 30.

Only Accredited Candidate for General President

As the only accredited candidate for General President, he will be the only presidential candidate with such access to the October magazine.

Only one candidate for IBT vice president was accredited in time to get into the October magazine: Johnny Morris of Philadelphia. Morris is the secretary treasurer of Local 115 in Philadelphia and the president of the Pennsylvania Conference of Teamsters. He is a candidate for Eastern regional vice president. He needed 13,000 signatures and reports that he turned in well over that number. He will be allotted a half page in the October magazine.

Morris is so far remaining independent in the race, saying he is not allied with McCarthy, Carey or anyone else. A Pennsylvania official close to Morris reports that "he's talking to all of them."

Morris has never been a reformer, but has remained somewhat independent of the top IBT leadership as he consolidated his power base in Pennsylvania, not only in Philly but in the northern part of the state, where there are numerous TDU chapters and reform slates preparing to run for delegate.

Several other Teamster officials announced they would circulate petitions to get space in the October magazine, but none succeeded.

Wall Street Firm Fired

IBT Hires Ollie North's Attorney

The General Executive Board has switched attorneys after wasting $6 million in fees to the Wall Street law firm of Mudge Rose. The firm has been to federal court many times in the past year, attempting to derail the court-ordered elections coming in our union. But they have lost each and every motion and, in fact, Judge Edelstein ordered additional election protections because of their continued antics.

Now our Teamster leadership has retained Brendan Sullivan of Washington, D.C. According to *The Wall Street Journal,* Sullivan previously represented Ollie North in the Iran-Contra affair, and Tony Boyle, the former United Mine Workers union president. Boyle was convicted of first degree murder of a dissident leader, Jock Yablonski, and his wife and daughter. Boyle was voted out of office by the members in a supervised election similar to the one coming for all Teamsters.

As *Convoy Dispatch* revealed in June, our International union leadership has spent $29 trying to derail the election for each $1 spent by Election Officer Michael Holland in preparing for the election.

Carey Protests Non-Union Convention Facilities

continued from page 1

Convention—composed of 100% elected delegates—should be in a union hall.

Consider this report from the July 1, 1990, *Newsday,* on Nelson Mandela's tour of the United States: "Washington's plush Grand Hotel offered to house the entire 50-plus ANC delegation and tour staff for free—including a free $2,200-a-night suite for the Mandelas—but was rejected, after organizers realized the hotel was not unionized."

A good example for our union (and all unions) to follow.

More Feuding at the Top

Rats Abandon Ship

International Vice President Jack Cox of Los Angeles on Aug. 31 sent a letter to IBT President William McCarthy and forwarded it to all 638 local unions calling for McCarthy to "resign now."

Cox went on to say to McCarthy in the letter that "your most carefully bribed and coddled turncoats have already placed their votes on the market. Loathsome creatures that they are, they still have sure instincts about sinking ships."

Cox is not the only member of the General Executive Board to abandon McCarthy's ship. Like the proverbial rats, they are scattering, but without direction or unity.

In August, the Eastern Conference of Teamsters Convention voted in Hilton Head, S.C., to replace McCarthy's man, International VP Frank Hackett, on the ECT Policy Committee with VP Joe Trerotola's man, Barry Feinstein. Both Cox and Joe T. were once McCarthy supporters.

At last spring's Central Conference Convention, McCarthy's backers made a similar move against Dan Ligurotis, the International VP from Chicago who hopes to run against McCarthy.

If you cannot follow all this intrigue, don't worry. The alliances shift by the month, as pressure mounts on the top Teamster officials with the coming first-ever rank and file election. They are scrambling to save their big salaries and their perks, but with no differences in direction for our union. A new direction will come from the reform forces.

Election Officer to Address Convention

IBT Election Officer Michael Holland will address the TDU Rank & File Convention with an explanation of the upcoming elections and the rules, and will take questions following his presentation.

Holland is scheduled to speak on Friday, Oct. 26 at 5:30 p.m. Those intending to run for delegate should find the presentation especially interesting and informative. If you are not registered for the convention, do it today! (See pages 8-9.)

CONVENTION SCHEDULE

Friday

Registration *Noon-7 p.m.*

Workshops *1 p.m.-3 p.m.*
See workshop listings, this page.
Workshops repeated 3:30 p.m.-5:30 p.m.

Coffee Break *3 p.m.-3:30 p.m.*

Workshops *3:30 p.m.-5:30 p.m.*

Rules for the IBT Delegate and Officer Election *5:30 p.m.-6:30 p.m.*
Presentation by Election Officer Michael Holland, followed by question and answer period

Wives' Reception *5:30 p.m.-6:30 p.m.*

Videos *5:30 p.m. - 6:30 p.m.*

Dinner *7 p.m. - 8 p.m.*

General Session *8 p.m.-9:30 p.m.*
Chair: Diana Kilmury, Local 155, Vancouver, B.C.
Organizer's Report: Ken Paff, TDU national organizer
Speaker: Bill Slater, Local 315, retired. Lakeport, Calif.

Reception and Cash Bar *9:30 p.m.-Midnight*

Saturday

Coffee *7 a.m.-9:30 a.m.*

Registration *8 a.m.-10 a.m.*

General Session *9:30 a.m.-Noon*
Chair: Pete Camarata, Local 299, Detroit
Overview of Convention: John Braxton, Local 623, Philadelphia
Nominations for ISC: Scott Askey, Local 63, Barstow, Calif.

Lunch *Noon-1 p.m.*

Saturday Workshops *1 p.m.-3 p.m.*
See complete workshop listings this page

Coffee Break *3 p.m.-3:30 p.m.*

General Session *3:30 p.m.-5:30 p.m.*
Chair: Dan Campbell, Local 486, Saginaw, Mich.
Financial Report: Ken Paff, TDU national organizer
Report from Platform and Constitution Committee:
Doug Allan, TDU Western organizer

Special Events and Cocktail Hour *5:30 p.m.-7:30 p.m.*
Pension Activists Meeting
Owner-Operators Meeting
Company Meetings
Videos
Cash Bar

Voting for International Steering Committee *5:30 p.m.-7:30 p.m.*

Banquet *7:30 p.m.-9 p.m.*
Emcee: Rick Smith, Local 728, Atlanta
Speaker: Ron Carey, Candidate for General President

Reception and Cash Bar *9 p.m.-1 a.m.*

Voting for International Steering Committee *10 p.m.-11 p.m.*

Sunday

Coffee *8 a.m.-9 a.m.*

Jurisdictional Meetings *9 a.m.-11 a.m.*
Carhaul
Freight
UPS
Grocery
Local contracts
Spouse Meeting: *The role families have played in the labor movement by Nick Salvatore, labor history professor at Cornell University.*

Brunch *11 a.m.-Noon*

Workshops *Noon-2 p.m.*
See workshop listings, this page.

Closing Session *2 p.m.-3:30 p.m.*
Chair: Michael Savwoir, Local 41, Kansas City, Mo.
TDU Constitutional Amendments
Introduction of ISC and Election of Officers
Approval of 1991 TDU Convention Site

Friday Workshops

These workshops will be structured to provide information and extensive discussion on TDU strategy in the next year. Each of the three sessions will be conducted twice, so participants will be able to choose two of the three to attend.

THE 1991 IBT CONVENTION. A strategic discussion of the IBT Convention in Orlando, June 24-28, 1991. The structure and operation of the convention. Powers and duties of delegates. What we can expect to happen and what goals we should aim for. The experiences of delegates to past conventions will aid in our plans for the first convention of the new Teamsters union.

THE STATE OF THE IBT AND ITS LEADERSHIP. Information and analysis on the leadership of the IBT and factions within that leadership. How the leadership is approaching the new situation and the upcoming IBT Convention. What this means for TDU and reform forces, and campaigns for delegate in local unions.

TDU IN THE NEW TEAMSTERS UNION. The opportunities presented in the new Teamsters union go beyond the delegate and officer elections. A discussion of the role of TDU in a union with the Right to Vote. In what ways can TDU expect to win, and what should our goals be in 1991 and beyond.

Saturday Workshops

RUNNING FOR IBT CONVENTION DELEGATE. The nuts and bolts of running a delegate campaign to win. Do's & Don'ts of strategy and tactics. (Will be repeated Sunday.)

YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION. A survey of labor law by an expert, from the viewpoint of Teamster members. A question and answer session will follow; however, time does not permit individual case reviews.

LEADERSHIP TRAINING: BUILDING TDU IN YOUR AREA. Organizing techniques in new and well-established TDU chapters. How to get and keep a chapter going: carry out campaigns, build TDU's reputation, recruit new members and new leaders. Designed for discussion of real-life situations.

HOW TO WIN STRIKES. A look at winning tactics in the labor struggles of the 90s; surveying the best strategies in the labor movement.

THE HISTORY OF TDU. A presentation by Dan LaBotz, author of the new book, "Rank and File Rebellion: Teamsters for a Democratic Union."

COOPERATIVE MANAGEMENT SCHEMES. A look at gain sharing, quality circles, team programs and labor-management cooperation. How these programs have weakened the labor movement in other industries and how Teamsters in all jurisdictions can respond. Presenter: Mike Parker, author of "Inside the Circle: A Union Guide to QWL" and "Choosing Sides: Unions and the Team Concept."

WORKPLACE STRATEGIES: ORGANIZING TO WIN ON THE SHOP FLOOR. Developing strategies and tactics to give you more clout for winning grievances, getting better conditions and building unity among co-workers. Examples of how Teamsters have created solidarity actions.

SAFETY AND HEALTH. Presentation by an attorney and an expert in the industry will cover your right to know about hazardous chemicals in the workplace and how to get OSHA to investigate possible violations; also, your rights under OSHA Section 405, the "Whistleblower Law" in the trucking industry.

Sunday Workshops

RUNNING FOR IBT CONVENTION DELEGATE. The nuts and bolts of running a delegate campaign to win. Do's & Don'ts of strategy and tactics.

PENSION RIGHTS AND REFORM. Reports on the growing pension movement and discussion of how to build it leading up to the 1991 IBT Convention. Information on how Teamster pensions are controlled and ERISA rights.

THE LEGAL RIGHTS OF UNION STEWARDS. Presentation by Robert Schwartz, author of the popular book "The Legal Rights of Union Stewards." An explanation of the rights of stewards to obtain information from the company to investigate and support grievances. Also a discussion of Weingarten Rights and the role of the steward during investigatory interviews.

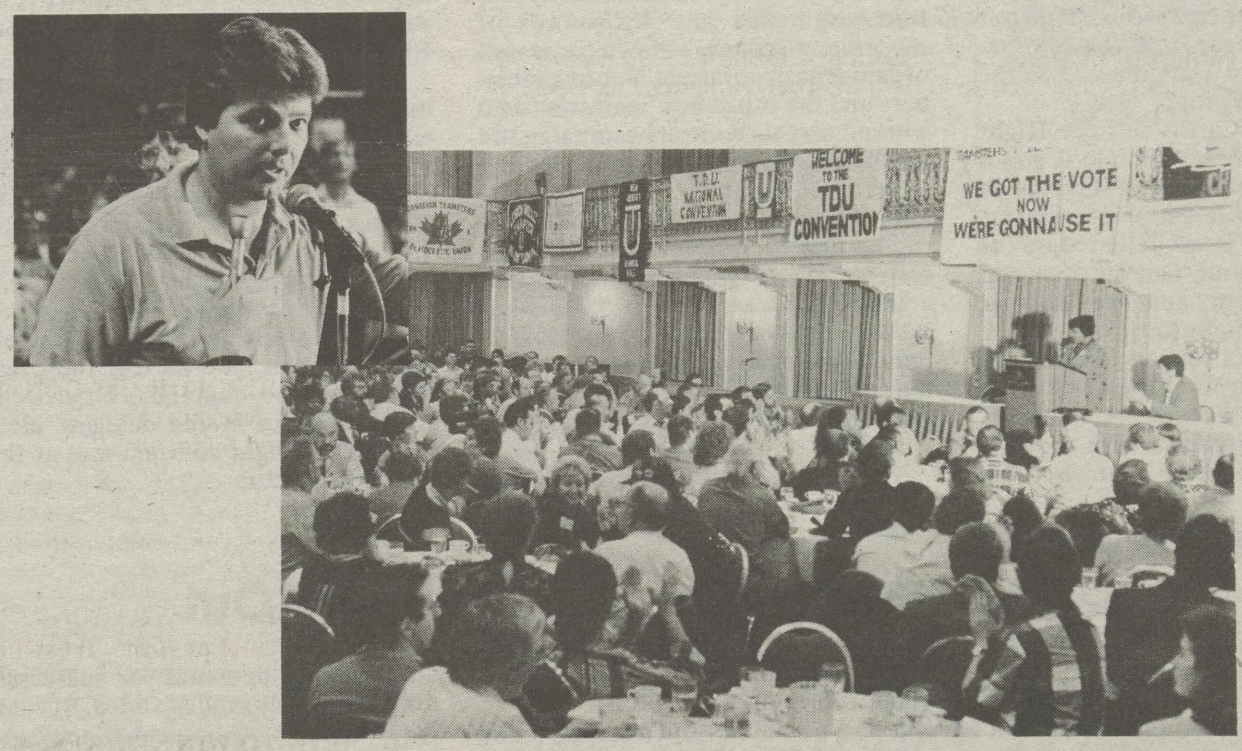
THE IBT BUDGET. A look at the budget—income and expenses—of our International union, and proposals for an alternative budget that reflects a different set of priorities.

USING THE GRIEVANCE PROCEDURE. A discussion of techniques that will increase your chances of winning grievances, from effective grievance writing to shop-floor strategies to grievance panel operations.

PREPARING FOR UNION OFFICE—NOW WHAT? More reformers are winning local union office. Discussion of handling the problems of union administration, new models of union leadership, and surviving inside the union structure as a reformer.

RANK & FILE NEWSLETTERS. How to get the news and get it written. Getting others to write for your newsletter, and how to edit articles.

15th Annual
TDU Rank & File Convention
October 26-28, 1990
Days Hotel ★ Southfield, Michigan



Directions to the Days Hotel

17017 W. Nine Mile Rd., Southfield, Mich.

From eastbound I-94: Take east to Southfield Freeway (M-39) north. Take Eight Mile Road exit, then follow northbound Southfield directions below.

From northbound Southfield (M-39): Take Eight Mile Road exit. (There is no exit at Nine Mile.) Cross Eight Mile, continue on Southfield Service Drive to stop sign at overpass. Turn left on overpass across freeway, then right on two-way service drive on opposite side. Follow service drive to Nine Mile Road; turn right to Days Hotel.

From northbound I-75: Take Nine Mile Road exit. Turn left on Nine Mile. Continue for approximately five miles. Days Hotel will be on left, approximately one mile past Greenfield Road.

Note: The Days Hotel was formerly the Southfield Hilton.

From the Airport

Teamster Solidarity

Local 299 Teamsters at Commuter Transportation, the principal airport shuttle service, are on strike. The strike is not expected to end soon. Vans are running with "permanent replacement workers." ***Don't use Commuter Transportation.***

Van service is available from Kirby Tours by advance reservation. Make your reservation before you leave home by calling Kirby Tours at 1-800-521-0711. Give them your airline, flight number, arrival time and destination (Days Hotel, Southfield). On arrival at Metro Airport, go to the arrival area for your airline (lower level), and look for the Kirby Tours bus. Cost is $18 per person. The ride will take 30 to 45 minutes.

Cabs are available, and will cost approximately $30 from the airport to the Days Hotel in Southfield. Up to four people may share a cab.

If You're Flying ...

Make airline reservations early for the best fares.

Northwest Airlines is the official airline of the TDU Convention. If you fly Northwest, you can get 40% off refundable full fares (25%-40% off full fares from Canada), or 5% off the lowest applicable discount fares from U.S. locations (excluding fares under $100). To get these discounts, call Northwest weekdays at 800-328-1111 (in Canada 800-328-7747) between 7 a.m. and midnight Central Standard Time. You must mention code 08030 to receive discounts.

Candidates Invited

The TDU Steering Committee has established a policy of permitting any accredited candidate for IBT office (General President, Secretary-Treasurer or International VP) to address the convention. This invitation extends to incumbent International officers also.

TDU Rank & File Convention, October 26-28

REGISTER EARLY ... SAVE $10!

Postmark your registration no later than Oct. 5 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms $50 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of $30 per child to defray costs.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday-only registration.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

	# of people	
Sat. & Sun.	$85 x _____	= _____
Fri. reg.	$30 x _____	= _____
Sat. only	$60 x _____	= _____
Sun. only	$35 x _____	= _____

Total Registration Cost = _____

___ Single room
___ Double room (with _____)
❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.
# of nights ____ x $50 = **Housing Cost =** _____

___ # of children **Childcare donation =** _____

❑ $30—one year membership
❑ $75—three year membership
❑ $15—spouses, retirees and Teamsters grossing less than $12,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ $10 if postmarked by Oct. 5 ($5 if one day)
___ $10 travel over 500 miles one way
___ $20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE= _____

Visa/Mastercard # _____ Exp. date ____/____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

UNITED PARCEL SERVICE

Moving Forward at UPS After the Dust Settles

Frank DePirro
***Convoy Dispatch* editor, Detroit**

The dust has settled from the UPS negotiations and it's time to talk about what we can learn from it and how to move forward. We can hold our heads high because both the International union and UPS reacted to the rank and file's power.

President McCarthy felt the Right to Vote and knew he had to look good. But it takes more than a showing in the *International Teamster*. He was out of touch on the issues, created an information blackout, had no presence on the shop floor, and provided no worthy goals to fight for.

The top union leaders proved no match for the corporation. UPS knew the game would be won on the shop floor. Sure, it bargained with the IBT negotiating committee, but also ran around that tired bunch and aimed its real energy and resources where it counted—at the rank and file.

Our TDU organizing was stronger than ever, but couldn't match the millions of bucks and thousands of threats and promises of a rich and well organized corporation. Yet our members and the other fine Teamsters who worked on this contract campaign did an amazing job—and we almost won!

In locals like St. Paul 120 and Louisville 89, we showed that part-timers can be won over, because of extensive distribution of contract bulletins and education by outstanding TDUers. We've obtained the vote counts in a number of locals and the results prove that where there was leadership by officers or members, the contract went down.

That's why New York Local 804—the largest—voted 87% NO, with the leadership of Ron Carey. That's why Washington, D.C., Local 639 voted 65% NO, after the local pulled active stewards off the job on union leave to work with the members and combat Big Brown.

In the new Teamsters union the rank and file are on center stage. The employers know it. We lost the first round and must now work together to enforce the contract we got. But it was also a warmup for events to come.

UPSers laid the groundwork for pension improvements. The trustees in the major plans—the Central States, Western Conference and New England—continue to feel the pressure of those demands. Now we'll carry them on in the delegate elections, the freight contract and at the IBT Convention.

Many new lines of communication opened among UPS Teamsters during the contract campaign. We can retrace these steps for support in the delegate elections—the building blocks to nominating and electing the capable new leadership that is so greatly needed.

The campaign showed the union's weakness at the shop floor. There is a reason for this. Knowledge and organization is powerful, and threatening to an unenlightened leadership. We can't wait until after the elections in 1991 to turn this weakness around. The employers hold sway with their point of view from day one of probation. The union must counter this with education, democracy and solidarity.

We must welcome new members into the union, explain to them how it is structured and how they can get involved. Especially at an employer like UPS where there is high turnover and a young workforce, the members must be told the history of our union struggle. The union must go to the members, right at the workplace, and it must create educational and family-related programs to draw the members to the hall.

A new project for the UPS Committee of TDU will be to develop educational materials that activists and locals can adapt for outreach to new union members. You are invited to bring your ideas on such a project, and on how to use our UPS network to best advantage during the delegate and IBT elections. The meeting place is the TDU Convention, Oct. 26-28 in Detroit, where we will hold a National UPS Meeting.

Finally, a word about TDU recruitment. New memberships bring new blood and ideas into our movement, and they provide the resources required to build contract campaigns and to push union reforms at the grassroots level. Costs for our UPS contract campaign alone exceeded $40,000 this year. If you are with us, we ask you to please join us.

Local 710 Pension Increases

UPSers Get $2,500 30-and-Out; $1,800 25-and-Out

When Local 710 UPS Teamsters received their bálloting materials on their new contract, they knew exactly what to expect as far as pension benefits are concerned. Included with the proposed increases in pension contributions (15 cents per hour, each year of the three-year contract) was a statement on what the increased contributions would yield in benefits.

Local 710 has its own pension fund and is not in the master UPS contract, but negotiates a separate agreement covering UPS Teamsters in Illinois (except Chicago), much of Indiana, and Davenport, Iowa.

The Local 710 union trustees stated that, based on their research with the proposed contribution increases, they would propose to the employer trustees the following increases: 25-and-out at any age, $1,800 per month; 30-and-out at any age, $2,500 per month. This is far superior to Central States, which offers only $1,000 for 30-and-out, and no 25-and-out benefit at all. The Local 710-UPS contract was approved Sept. 10. The trustees did not state when the increases will take effect.

"It ought to be 20-and-out when you work for UPS, but this is a really good start, a good improvement," said Jim Wardell, a Local 710 UPSer.

Meanwhile, pressure mounts on the Central States Pension Fund to raise benefits soon. Top officials of the fund are "leaking" to local unions that demands for increases will finally be met. However, no hard facts, dates or amounts are available.

Western Conference 30-and-Out?

Similarly, the Western Conference of Teamsters Pension Trust is stonewalling demands for increases, despite its fully funded status. Recently, officials have indicated they are studying a 30-and-out option.

"Actuarial studies that we had done show that increases are possible," said Doug Allan of the Western Teamsters Pension Improvement Committee. "This announcement by Local 710 adds fuel to the fire. All Teamsters deserve top quality benefits."

Pension Meetings at TDU Convention

The answer lies in continued pressure, on the upcoming Master Freight Agreement, and especially through electing reform-minded delegates to the IBT Convention. The delegates will have the power to replace pension fund trustees and change our union's priorities. Strategies for accomplishing pension reform will be discussed at the upcoming TDU Convention, Oct. 26-28, in Detroit.

We're Coming to Detroit

New York Local 804 members, pictured left to right: Ed Schof, Pete Troccoli, Keith Klotz, Kevin Clark, Jim Twaite

This year's annual migration is back to the Detroit area, scene of much Teamster and TDU history. New York Local 804 TDUers are ready to attend our 15th convention. We come with a feeling of gratitude toward two former presidents, Jackie Presser and Ronald Reagan. Yes, you read it right. To Jackie for his "BLAST" incursion at our Romulus, Mich., convention, and to Ron for his Commission on Organized Crime, whose investigation of the raid contributed to many of the reforms we are now experiencing in the IBT.

Let us not forget Judge David Edelstein's words: "As for the membership, they must remember, the price of reform is eternal vigilance." We in TDU will not forget. You can remember too. Join TDU and attend our convention.

Elect Real Leadership in '91

Jim Reynolds
Local 804, shop steward
Mt Vernon, N.Y.

The reality of incapable leadership has been sadly demonstrated to the rank and file at UPS. General President William McCarthy gave us a command performance dramatizing one of the most unprofessional, irresponsible contract negotiations I have ever witnessed as a Teamster.

This raises an interesting scenario for the future. Although Mr. McCarthy has, shall we say, washed his hands of the outcome of the UPS contract, his inability to lead with diligence shines brighter than ever.

It is interesting to note that a vast number went against his wishes for rejection. Perhaps when McCarthy runs for office he should state his qualifications as a final offer and then ask the membership to reject his candidacy, recalling the UPS vote and trying the magic of reverse psychology. Then again, why not try propaganda. After all, he did mail out ballots loaded with concessionary language after stating there would be no more concessions.

Most would agree that because of McCarthy's inability to negotiate, job security at UPS is questionable. Most would also agree that McCarthy's future as president of the IBT is, quite frankly, bleak.

We cannot endure contracts negotiated without prudence and fortitude. We cannot survive as a union without leadership that will settle for nothing less than the very best for its membership. We cannot survive unless we elect Ron Carey as General President of the IBT.

IBT Meets on Central Transport Grievances, Double-Breasting

Steve Kindred
TDU organizer, New York

At the Central Conference freight panel hearings in Chicago on Sept. 11 and 12, our union took a half step toward dealing with Central Transport and its various front companies. On Sept, 12, Freight Director R.V. Durham called a special meeting of all locals dealing with Central to "discuss, among other things, Central Transport's use of its non-union subsidiaries ... to perform work formerly done by Central's union drivers."

Durham had sent out a TITAN on Aug. 20 calling the meeting and asking the locals to obtain answers to 12 questions about Central's operations. Pittsburgh Local 249 sensibly sent the questionnaire to the people who know, its Central drivers. But most BAs sat on the questionnaire. Rusty Albright of Canton, Ohio, Local 92 has some of the sharpest owner-operators at Central and he knows it. But he didn't ask them the information and he didn't know it himself.

At the hearings there was a "stack and a half" of Central grievances, so a lot of good members were there and naturally expected to go to the meeting. But Durham blew his chance. Instead of sitting down with a group of drivers who know the facts, he threw them out of the room and relied on guys like Albright.

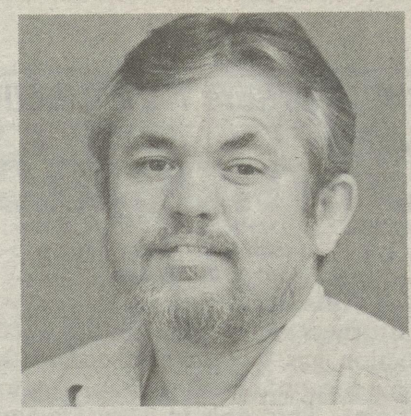
When the drivers approved the contract in June, they were promised quick payment of their back pay. Of course, most drivers were shorted when the checks came through and the union's credibility is in the balance unless this money is won. Other grievance results at the hearing were mixed. Although Central offered a deal on a grievance protesting the hauling of LTL freight by its truckload division, U.S. Truck, the committee correctly chose to deadlock it to the national level so that a precedent can be set or, if it is deadlocked, a strike can be called.

One driver points out that "a load paying Central drivers 67 cents per mile plus fuel incentive pays U.S. Truck 53 cents per mile plus the fuel incentive." This driver notes the incredible turnover at Central's subsidiaries. Ironically, Central seems to be forcing drivers out of its Central Transport division by harassment, withheld pay and poor conditions, so it can switch more business to non-union divisions CCEast, CCSouth, Mohawk, and others.

Local 407 drivers had a grievance over a mileage shortage that has been hanging for months. They traveled to Chicago only to learn that a snafu either at Local 407 or at the committee had left it off the docket.

One leader of the Central drivers, Jim Hobbs, was fired Aug. 8 on charges that have changed three times so far and none of which hold water. But instead of being heard in Chicago, Hobbs has to wait for the October hearings in Columbus, Ohio. The delay is doubly hard for an owner-operator with truck payments to make. But Hobbs has hung tough with help from some of his co-workers.

While fighting to get their back pay, Central drivers are looking forward to next year's freight contract, and many are planning to attend the freight meetings at the TDU Rank & File Convention, Oct. 26-28 in Detroit.



I'll Be There

Gerald Gieg
Local 327, CCI
Nashville, Tenn.

I attended my first TDU Convention last year and witnessed true union democracy in action. I promised myself I would never miss another one. As a carhauler, I hope to see as many of my fellow carhaulers there as can possibly make it. Our upcoming contract, the delegate elections, and the plans being made for the IBT Convention are only three reasons why this convention is so important to all of us in the carhaul industry. Hope to see you there.

UPS Falsifies Injury Logs at Watertown, Conn.

OSHA Fines UPS $279,800

Following the failure of Watertown, Conn., UPS management to report that a driver had been killed crossing the street, the Occupational Safety and Health Administration (OSHA) investigated and discovered a total of 131 violations of the OSH Act, and proposed fines of $279,800.

OSHA charged UPS with "willfully" failing to record 121 injuries and illnesses at the Watertown facility. UPS also was cited for failing to notify OSHA that a fatality had occurred; to record the correct number of lost work days; to record injuries within 45 days; and to provide reflective garments for employees.

Additonal violations included: no adequate emergency response plan (a "serious violation"); no adequate training on handling spills; no adequate training for spill control; no self-contained breathing apparatus for use in cleanups; no emergency eyewash and shower; and an ergonomics violation for "employees subjected to musculoskeletal stress from lifting and handling packages."

The corporation didn't volunteer this information. OSHA had to enlist the help of the sheriff's office to seize records from the Family Walk-In Centers, a chain of clinics used by UPS. The OSHA investigation revealed that serious injuries resulting in major lost time had been reported by UPS as minor injuries resulting in light-duty work.

Before OSHA could conduct its on-site inspection at Watertown, investigators had to give UPS a 24-hour notice. Management diverted five trailers to Hartford, and Watertown part-timers had the easiest night in history. When questioned by OSHA, UPS management provided an absurd explanation that there were a number of reasons why the trailers might have been diverted, such as to escape a highjacking or to confuse UPS's competition.

Many UPS Teamsters were afraid to talk to OSHA investigators. Even though the Superior Court in Hartford ordered in 1985 that UPS "shall not discipline any employee for filing a workers' compensation claim," it is clear that UPS considers itself above the law and UPS employees are uncertain of the law's ability to protect them.

The 1985 court decision further stated that since UPS "is separately encouraging its drivers to deliver faster and more efficiently on the one hand and criticizing them heavily for unsafe work habits on the other hand without any coordination of those two forces, the court can only conclude that the safety program is but a facade." (Case No. 296444)

The Watertown charges were similar to citations OSHA issued against UPS on April 10 at the Uniondale, N.Y., facility. Those citations carried proposed fines of $624,980.

"This is something we cannot tolerate. OSHA is going to continue to take a strong stance against these types of violations," said Assistant Secretary of Labor Gerard F. Scannell, who heads OSHA. During the 1980s, OSHA's budget was slashed and enforcement became virtually nonexistent. That record is beginning to turn around since Labor Secretary Dole appointed Scannell about a year ago.

UPS is appealing both the Watertown and Uniondale citations. But undoubtedly the profits will more than cover the fines and the management bonuses.

Test for Carhaul in Tennessee

For several years Nissans from the Smyrna, Tenn., plant have been hauled by many carriers on a catch-as-catch-can basis. Everybody was deadheaded to Smyrna to haul loads on management's terms.

Now traffic has been assigned. The carriers are Cassens, CCI and Allied Systems. Previously, NuCar and the ColTrans carriers were heavily involved in the business.

Carhaul News

There will now be an effort to make most of this traffic full rate/half rate. But CCI and Cassens have not established terminals there; the traffic is not off-rail in any sense; and the two votes taken so far are subject to legal challenge.

The correct response of any terminal being asked to vote on a deal for Smyrna Nissans should be, "Come back when you've got a fully staffed terminal there and we can talk, although this traffic is not off-rail and therefore not eligible for competitive relief."

CCI in Nashville voted on a half rate with certain terminals, including Shreveport, La., where a phony, side-door Ryder CCI terminal has been set up to circumvent the existing Ryder Complete Auto terminal that is already there. This vote was conditioned on acquisition of the Dallas ramp traffic, which was not obtained. Therefore, it is invalid and subject to challenge.

Cassens drivers voted on half rate with some Ohio and Indiana terminals subject to the approval of their drivers committee on details. The drivers committee vetoed the deal, but the grievance panel ignored the members and agreed to it, including Smyrna in the deal.

It is clear management will use these two illegal votes as a wedge to begin whipsawing various terminals to underbid each other on this traffic, especially now that the auto market is slowing. The Cassens and CCI drivers must decide quickly on whether to stop the deals in court.

But there is a much better solution for our union leadership to take and we hope they will do so quickly. To this effect a letter summarizing this article is being sent to many affected members, local unions and regional and national leaders by the Carhaulers Coordinating Committee.

A Better Solution
Than Lawsuits or Whipsawing

Elected driver representatives from all affected terminals should be called together, along with the appropriate business agents. Three subjects should be settled there.

1. The terms on which this traffic will be hauled.

2. The way in which drivers who previously hauled this traffic will get maximum rights after laid-off drivers at the three main carriers have exercised their rights.

3. What steps can be taken now to begin organizing and pressuring the growing non-Teamster, scab and double-breasted outfits, which are the main threat to our industry and to our contract negotiations next year.

LOCAL UNION NEWS

Court Orders New Election in Ledet's Local

Democracy Calls in New Orleans Local 270

Allen C. Hall
Local 270, Matlack
Denham Springs, La.

Brothers and sisters, another unfair election has been overturned in the home local of an International union official. This one in New Orleans Local 270, where IBT Vice President Mitchel Ledet is president. A federal judge on July 23 declared last fall's election null and void and ordered another election supervised under the watchful eye of the Department of Labor.

Secretary of Labor Elizabeth Dole had filed suit in U.S. District Court against Local 270 on behalf of Teamster members who were disqualified from candidacy for failure to meet a 50% meeting attendance requirement. This requirement has long been held illegal by the Supreme Court, and the International union even recommends that locals not enforce it. Ledet and Secretary-Treasurer Nolen LeBlanc used the rule to exclude six of seven challengers from the October 1989 election.

Bill Cole Jr. of Complete Auto Transport, and Jack Daniels of National Linen both challenged Ledet for president. "It's good," said Daniels, "Anybody who can get a chance to run against Mitch Ledet and company and beat him at the polls in an honest election, I'm in favor of." Cole is still fighting his transfer to Baton Rouge Local 5 in retaliation for his political activity in Local 270.

The judge found that the meeting attendance requirement was not uniformly imposed on the 4,330 members of the local. "In the 24 months prior to nominations, only 13 out of the 2,356 members who were subject to the meeting attendance requirement met that requirement. Thus .55 percent met the attendance requirement while 99.45 percent did not," the judge wrote in his order. "The Court finds that the uncontradicted evidence ... reflects the rule in question serves no demonstrable purpose and significantly limits eligible candidates, thus imposing a substantial adverse effect on the democratic process."

The local argued that the meeting attendance requirement encourages an interest in union activities. But some encouragement just doesn't seem to work. Especially when meetings are held on a night when local officers know the majority of members are on the road, dispatched or have to get up early the next day.

"I think it was the best decision that could have been made, breaking new ground for democracy in Local 270," said Rita Prendergast, a school board employee who ran for trustee.

In preparation for the new election, a meeting will be held at the post office building, 701 Loyola Ave., Room 11035, New Orleans, at 7 p.m. on Sept. 27. I urge all members who are interested in running in the election to attend this meeting, whether TDU, indepenedent or other slate. The Department of Labor is expected to announce the dates of the nominations meeting and election, and to explain the rules covering this supervised election.

As always, I implore you to get involved. Join TDU and vote. Democracy calls.

Houston Local 988

Members Say, 'It's Time for Change'

The rank and file of Houston Local 988 are sending Richard Hammond, president of the 3,800-member local, a message that it's time for a change in leadership.

"Hammond, who knocks down a cool $153,376 a year as president of our local, has lost touch with the membership," said James Graef, a Chemical Leaman driver who is challenging Hammond for the principal office of the local in this fall's election. Hammond also receives another $19,200 from Joint Council 58 and the Texas Conference.

"Our members are sick and tired of no representation, lost grievances and poor contracts. The man spent $4,990 maintenance on a barbecue pit and zero on organizing! His priorities are confused," said Graef.

Running with Graef are John Bryan of Chemical Leaman, for secretary-treasurer, Vernon Garner of Chemical Leamon, for recording secretary, and Richard Brumfield of CF, for trustee.

THEY'LL BE THERE. Houston Local 988 members John Bryan (l.) and James Graef are planning to attend the TDU Rank & File Convention. Bryan is running for secretary-treasurer and and Graef for president in this fall's local union election (see article) in Houston.

"It's time to bring the union back to the members in all crafts of our local—tank, freight, UPS, carhaul and all members are getting involved," said Big John McClain, a tank line driver and Teamster for more than 22 years who is helping with the campaign.

At a TDU meeting on Sept. 16, members had a chance to meet with the challenging candidates and show their support. More than 50 Teamsters turned out for this meeting and many problems and concerns were discussed openly and freely. Brumfield and Garner both spoke at the meeting, and Brumfield's comments that officers must be accountable to the membership received thunderous applause.

"The members are ready for change. We've had no raise in nine years in tank, and in each contract we suffer more and more losses, both in language and benefits. Our current leadership is responsible," said Big John.

The challengers have promised to bring reform to Local 988 and to aggressively fight for better contracts and representation on grievances. They intend to educate and involve the membership, keep working hours that offer more accessibility to members, and cut officers' salaries to reasonable amounts. Their platform includes striving for election of BAs, organizing the unorganized, and establishing bargaining committees that include elected rank and file members.

"In every aspect of bargaining, no secrets, no back-room deals," said Bryan. "The members must always be kept informed. We'll be working for them, not vice-versa."

Commercial Drivers License Booklet

A sample test to help you prepare for your Commercial Drivers License

Questions and answers taken from the actual test used in California. Tests are very similar in all states.

$1 each, 50 cents each for 5 or more. Available from TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include full address with your order.

Oklahoma City Local 886

Labor Department Files Suit to Overturn Local Union Election

The U.S. Department of Labor (DOL) filed suit July 30 against Oklahoma City Local 886, alleging the local "denied members in good standing the right to vote for or otherwise support the candidate or candidates of their choice," and requesting a government-supervised election.

The principal officer of the 4,900-member local is President Charlie Thompson, a member of the $100,000 Club who also holds various International, Southern and Arkansas-Oklahoma conference positions.

The Oct. 5, 1989, local union election was protested by union member Terry Raulston to the Arkansas-Oklahoma Conference, which ordered Local 886 to rerun the election. Thompson appealed the decision to the IBT General Executive Board, which supported Thompson and reversed the conference's decision. Raulston then protested the election at the DOL on May 16.

The DOL suit also alleges that the local "used moneys received by way of dues, assessment or similar levy to promote the candidacy of the incumbent officers"; failed to provide members with sufficient time to vote absentee; failed to advise members in advance of changed balloting procedures; and failed to maintain ballots and other election records for one year.

Bridgeport, Conn., Local 191

Stewards Elections Won

The pace of change is gathering speed in Connecticut as the looting of local union treasuries by several officers is revealed in investigations and hearings. But an even more fundamental and essential kind of change began at the August meeting of Bridgeport Local 191, where a large turnout of members voted overwhelmingly by secret ballot to switch from a system of appointed stewards to membership election of stewards.

Members also voted favorably on a provision that future bylaw changes will be decided by majority vote.

At last January's meeting, members from four different companies came to propose the bylaws change to elected stewards. They quickly agreed on common language. After a reading at two meetings the vote was taken in August. This makes Local 191 the only local in Connecticut to have elected stewards in its bylaws, although Hartford Local 559 appoints stewards elected by the membership.

Faces change at all levels of our union leadership. But changes in local bylaws and our IBT Constitution give us rights no matter who is in charge. This is what the coming delegate elections and the constitutional authority those delegates will have at the IBT Convention are all about.

LOCAL CONTRACT NEWS

Struggle Continues With Company and Local 1196

Michael Laslett
TDU organizer, Detroit

Members throughout our Teamsters union are organizing for a rank and file unionism that is democratic and capable of building the strength and solidarity to win the best possible contracts and representation for all members. An article in *Convoy Dispatch* (Oct./Nov., 1989) focused on such a struggle by Teamsters in Vicksburg, Miss., in their fight against an aggressive employer, the Anderson-Tully lumber mill.

Anderson-Tully

At the same time, these brothers and sisters were battling their own Local 1196, which was doing nothing to protect them, and was even cooperating with Anderson-Tully to harass "problem" workers.

Anderson-Tully is a privately owned lumber mill employing some 500 workers in Vicksburg and about 100 in Memphis, Tenn., where the union is located. Today, nearly a year later, the company continues to ignore the contract and retaliate against union members, and Local 1196 continues its lack of representation.

When higher paying, more skilled jobs open up, the company hires off the street or "temporarily transfers" employees rather than follow the bidding procedures in the contract. Instead of posting job openings and allowing everyone to sign up who is interested, Anderson-Tully requires workers to go individually to the personnel department to apply. The workers never see who else bids, or what the order of seniority was among the applicants. The company also uses part-time workers to avoid giving overtime to full-timers. Contractual provisions requiring that overtime be offered by seniority are ignored.

When Anderson-Tully shut down its Mill J in Vicksburg last May, it ignored seniority in determining layoffs and transfers to other mills. Today, there are still less senior workers on the job while more senior workers remain laid off.

In the face of these attacks on basic union rights, members have consistently sought relief through the grievance procedure. Last April they filed grievances over discrimination and violation of seniority rights in layoffs, job promotion and training, and overtime. But they cannot rely on Local 1196 and its president, Sidney Chism, to pursue the grievances to their conclusion. They always seem to fall into limbo.

This kind of behavior by local officials has led some frustrated workers to quit the union under Mississippi's "Right to Work" law. Rank and file leaders are fighting a double battle, against the company and their union leadership, to save their union.

Last February, a group of Anderson-Tully workers attended a TDU meeting in Vicksburg and many of them joined immediately. Some had attended the 1989 TDU Rank & File Convention, and returned home to encourage others to join the growing movement for reform in the Teamsters union. Once the company became aware of the new TDU chapter, it retaliated by firing four workers, three of them TDU leaders, on trumped-up charges of "falsifying documents." Local 1196 filed grievances over the terminations, but they still have not gone to arbitration. Under questioning from rank and filers at a Sept. 15 union meeting, Chism admitted he had never filed for arbitration, but again promised to do so.

The Anderson-Tully workers were formerly in the Woodworkers' union and many of these brothers and sisters were involved in the leadership of that local. In 1986 they led a campaign to affiliate with the Teamsters because they believed they would be joining forces with a strong International union, with good representation and a democratic structure. Chism assured them of these principles during the organizing drive.

Instead they have lost what local autonomy and shop floor power they had. Shortly after their transfer to Local 1196's jurisdiction, Chism appointed his own stewards and took other measures to consolidate his authority. But the Vicksburg Teamsters refuse to give up. Says one member, "We want a democratic leadership which works for the membership, and we're going to keep on fighting till we get it!"

New Vote at USAir

The Teamsters union will be given another representation election at USAir after a recent National Mediation Board ruling that the corporation, "through the totality of its conduct, has tainted the laboratory conditions for a fair election."

The Teamsters had represented the fleet service employees at USAir prior to its August 1989 merger with Piedmont. But instead of recognizing the union, the NMB ordered the first representation election.

The Grocery Bag

Unions Meet to Strengthen International Solidarity.

Leaders from supermarket and retail workers' unions from 20 countries and six continents met in Washington, D.C., in early August to strengthen international solidarity networks. Philip Jennings of the French Federation of Commercial, Clerical, Professional and Technical Employees (FIET) said, "From this point forward, transnational corporations will have to deal with a labor movement strengthened by its cooperation across international borders."

Campaigns by the United Food and Commercial Workers union (UFCW) to organize transnational companies in the United States have received help from workers in foreign countries. In some cases, European workers have staged one-day work stoppages in sympathy with U.S. organizing drives. No representatives of the IBT were present, according to reporters covering the summit.

Pressure Builds at Pan Am

As Teamster Pan Am airline workers near their third year of conditions imposed by management, dissatisfaction is on the rise. Pan Am has taken away 55 items, including paid vacations, holidays and sick days, and unilaterally implemented an 8% pay cut and a "B" pay scale that is less than half of the pay under the old contract.

After the Teamster contract at Pan Am expired, the corporation was free to impose these conditions. In turn, the union has been free to engage in job actions and strikes. In 1989 there was a minor wave of job actions as union officials walked into reservation offices or airport ticket areas, blew whistles, and workers walked off the job. Members played no part in planning these actions and when no progress came at the bargaining table, the work stoppages subsided.

The IBT airline division also includes Northwest Airlines. It is headed by Local 732 Secretary-Treasurer Bill Genoese, who draws a modest $219,834 for the two jobs. Bill Jr. has to get by on $110,479 as a trustee. Local 732 also lists three officer and employee pension and severance funds.

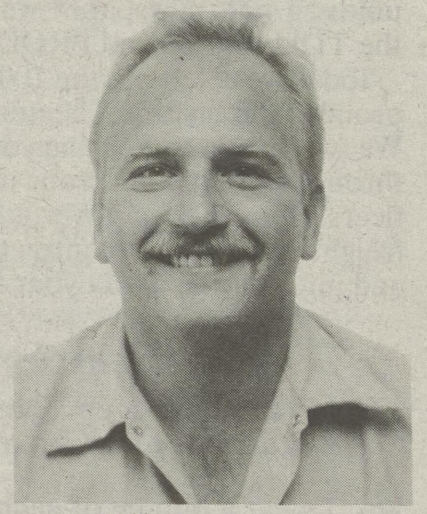
This year pressure from members and some other locals has grown. There have been lunchtime pickets almost daily at Kennedy Airport in New York and several car caravans slowing traffic at the Pan Am terminal. In one department, 40 out of 70 members volunteered to be steward, which caused some slowdown during stewards' meetings.

At a meeting this summer, Local 732 Vice President George Miranda expressed agreement "in principle" with a three-page letter drafted by A-scale members. It called for walkouts, picketing, petitioning and court action, and analyzed recent moves by Pan Am which belie its claims of poverty.

Genoese responded by setting a deadline of Aug. 1, which he then extended for a week, again with no input from members. Then the walkouts came thick and fast. Because of the undemocratic way action is planned, it often results in unnecessary confusion for members. Reservation agents in Miami Local 769 walked out four times, while New York's appointed chief steward stalled, causing Miami's work to be covered by New York. Finally, the New York reservation crew walked. Similarly, after stalling by the chief steward at JFK Worldport, the stewards met and called a walkout on their own. Management responded with an offer containing few improvements, but pressure from the union stopped.

After a membership resolution at a Miami meeting, Local 769 wrote Genoese calling for "systemwide job actions," that all locals be included in the bargaining sessions (which Genoese has handled alone) and that bargaining be alternated between Miami and New York. Local 769 criticized Genoese for allowing the peak season to pass without concerted action. "You have both ineptly wielded this power and abused it at the same time."

In New York a newsletter has been started by rank and file Teamsters. On Sept. 15, TDU sponsored a day-long open house, and the response from longer-term Pan Am Teamsters was encouraging. Broadening the articles in the newsletter was planned and discussion was held on how to restructure a more effective airline division at June's IBT Convention. A second meeting and legal rights workshop is set for Oct. 5 (see TDU Meets, page 14).



I'll Be There

Bob Jordan
Local 337 steward
N. Leone & Sons, Detroit

As a Teamster for seven years, I thought the union had lost its strength. But when I joined TDU, I found that strength. It's in each one of us and how well we educate ourselves. TDU has honestly answered every question I've asked, and I'm going to this convention to learn more.

Health Care Benefits—an Issue for the 90s

Don Landis
Local 773, PIE
Allentown, Pa.

One of the most serious and seemingly insurmountable problems facing American workers today is the rising cost of health-care benefits. The dimensions of the crisis are made clear by the almost daily newspaper accounts of contract negotiations breaking down when proposals to cut insurance coverage or to increase their costs to employees are put on the bargaining table.

According to John Kleinfelter, administrator of the Central Pennsylvania Teamsters Health and Welfare Plan, health-care coverage was an issue in only 18% of all strikes in 1986, but by 1989 it had increased to an issue in 78% of all strikes. While the list of companies and unions battling over this dilemma continues to grow, solutions seem in short supply.

One explanation for these rapidly escalating costs is the lack of a national health care plan, which means that the costs of the uninsured are passed along by the hospitals and doctors to those who are insured. Other reasons include new and expensive medical technology and the AIDS epidemic.

However, one source of the growth in health-care expenditures seems to go almost unnoticed. "Occupational disease is one of the 'unders' of American health care: under-recognized, under-reported, under-compensated, under-studied and under-prevented," reports the National Safe Workplace Institute in a recently released report. The institute estimated that occupational diseases—including cancer and pulmonary, neurological and cardiovascular diseases—killed 71,428 American workers in 1987. The report noted that a 1985 study by the congressional Office of Technology Assessment estimated that American workers get 390,000 job-related illnesses every year and 100,000 die.

Much of the tragedy of occupational diseases could be prevented by an increased emphasis on workplace safety and better enforcement of existing government regulations. The Occupational Safety and Health Administration (OSHA) must once again become the protector of workers that it was originally intended to be. The AFL-CIO has proposed new legislation that would do much to improve the working conditions of all employees.

Despite these efforts, however, many companies still resist taking the steps necessary to produce a safe workplace environment. Industry has discovered that it is able to shift the costs of its neglect onto insurance companies and consumers. Many employees do not apply for Workers' Compensation benefits for occupational injuries, illnesses and diseases. They opt instead to have their treatment paid for by general H&W plans. This may be due to a lack of knowledge of the law or a fear of harassment by management. Unless industry is held financially accountable for the health problems that it is responsible for causing, we will not see any improvement in workplace safety nor a stabilization in the price of health-care benefits.

Several steps need to be taken immediately to correct this abuse. Workers need to be schooled in the benefits available through Workers' Compensation Law and the importance of applying for them. Many unions already provide such training and these programs need to be expanded. Health insurance companies must do a better job of monitoring their claims and routing obviously work-related health-care bills back through the Workers' Compensation system. Occupational safety and health legislation must be improved and better enforced.

The cost of ignoring this problem is immense. Health-care benefits will continue to erode in the future if nothing is done. The health and financially security of American workers is too important to allow this travesty to go on any longer.

I'll Be There

Jim Powell
Local 688, UPS
St. Louis

I will be at the TDU Rank & File Convention this October. I feel there has never been a better time to be active and involved in restoring our union to what it should be. Let us come together as brothers and sisters should, learn from each other, and then utilize the elections to restore honesty and integrity to the Teamsters union.

Celebrating the 100th Issue of Convoy Dispatch

On Nov. 3, 1979, Teamsters for a Democratic Union (TDU) voted at its annual convention to merge with PROD. Following the merger of these two reform groups within the Teamster union, a new newspaper was born—*Convoy Dispatch*, merging the TDU *Convoy* and PROD *Dispatch* publications.

Today we celebrate the 100th issue of *Convoy Dispatch*. We are proud of our history of keeping rank and file Teamsters informed. We will continue to bring you the latest news as our union goes through its first democratic election process for International officers. *Convoy Dispatch* will bring you the latest on the national freight and carhaul contracts, trends in Teamster jurisdictions, and information about your rights on the job and in the union.

Help Spread the News

If you can help keep Teamsters informed, order a bundle of *Convoy Dispatch* today. Your bundle will be shipped each issue.

Yes, I want a bundle of each issue of *Convoy Dispatch*.
(Prices per issue.)
❑ 10-$3 ❑ 20-$5 ❑ 50-$6 ❑ 100-$10
❑ other: _____ ($5 each additional 100)

Name _____ Local _____

Address _____

City _____ State ____ Zip _____

Phone (____)_____ Company _____

TDU Meets

ATLANTA
Saturday, Oct. 6
7:30 p.m.
College Park Fire Department
Sullivan Road, College Park, Ga.

BALTIMORE
Sunday, Sept. 30
1 p.m.
Pargo's Restaurant at Shoney's
Poe Room
I-95 exit 50, go east one block

BRIDGEPORT-NEW HAVEN
Sunday, Sept. 30
11:30 a.m.
Bridgeport Flyer Restaurant
State & Fairfield, Bridgeport, Conn.

DENVER
Saturday, Sept. 22
6 p.m.
Western Motor Inn
4757 Vasquez

8 CITIES - EASTERN PA.
Delegate Meeting
Thursday, Oct. 4
7:30 p.m.
Amber Inn
Rte. 611, Swiftwater, Pa.

INDIANAPOLIS
Sunday, Oct. 7
2 p.m.
Waterfront Plaza Hotel
2930 Waterfront Parkway West
off I-465, Speedway exit

LEHIGH VALLEY
Sunday, Oct. 14
1 p.m.
UAW Union Hall
2101 Mack Blvd., Allentown, Pa.

LIBERAL, KAN.
Two meetings
Wednesday, Oct. 10
7 p.m.
Thursday, Oct. 11
8 p.m.
N. Washington Community Room
517 North Washington

MEMPHIS
Two meetings
Tuesday, Sept. 25
10 a.m. and 7 p.m.
Shoney's
Elvis Presley Blvd. & Winchester Rd.

MILWAUKEE
Saturday, Nov. 3
9:30 a.m.
Security Savings & Loan
7600 W. Layton, Greenfield, Wis.

MODESTO, CALIF.
Monday, Oct. 1
7:30 p.m.
Denny's, 1525 McHenry

NEW YORK PAN AM TEAMSTERS
Friday, Oct. 5
Open House
11:45 a.m. to 6 p.m.
Legal Rights Workshop
6 p.m. to 8 p.m.
JFK Travel Lodge

PERU, ILL.
Two Meetings
Tuesday, Oct. 2
9 a.m. and 2 p.m.
Howard Johnson's, I-80 and U.S. 51

SACRAMENTO
Saturday, Sept. 29
2 p.m.
Sam's Hoffbrau
17th St. & J St., Sacramento, Calif.

SAN FRANCISCO
Saturday, Oct. 13
10 a.m. - noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

EAST BAY CHAPTER
Saturday, Sept. 29
Saturday, Nov. 3
10 a.m.
Call: (415) 653-3865

SPRINGFIELD, MO.
Two meetings
Tuesday, Oct. 9
10 a.m. and 7 p.m.
Quality Inn
N.W. corner of I-44 and Glenstone

ST. LOUIS
Sunday, Oct. 21
Noon
AMVETS Post #88, 8449 N. Broadway

TWIN CITIES
Sunday, Sept. 23
1:30 p.m.
Macalester College
Trustees Dining Room
St. Paul, Minn.

LETTERS FROM OUR MEMBERS

Former 'Go-Along' Sees Things Clearly

For the majority of my Teamster life, I have been a "go-along." Whenever one of my leaders was indicted or convicted of wrongdoing, I dismissed it as government persecution. I would either not vote on a contract or vote as my leaders suggested, never actually giving thought to what I was voting for.

Whenever union dissidents were mentioned, I went along with my leaders' charges that all opposing Teamster leaders were communists. BLAST, which was formed to crush dissidents, was disbanded in disgrace. Finally I started to take more notice.

Four of the former International Teamster presidents were indicted. Three were imprisoned and one died before going to trial. Those convicted had the best of lawyers at the expense of millions to the members. In addition, many top officers were charged with pension fund abuse and, rather than prove their innocence, consented to a federal watchdog to oversee the Central States Pension Fund. This was reported to cost $2 million of membership money for attorney fees, and appeared to be ruled on by a judge sympathetic to the defendants.

In the near future, a first for Teamsters, there will be a federally mandated election for IBT officers. It is too bad that this process had to be ordered by the government instead of being a democratic function of the union. The present IBT officials are still trying to fight this while waving the flag.

The main target of the IBT is Teamsters for a Democratic Union (TDU). Our leaders are frustrated because they have spent great amounts of money and time, but have not been able to discredit TDU in even one instance.

An employee of the same company for which I work, but in a different city, was discharged. This person had been a union officer and business agent and also a member of a Teamster joint council. He was a known opponent of TDU. He claimed that he was discharged to keep him from ever being a candidate for office.

The grievance panels upheld his discharge. He enlisted the aid of an attorney who is known for representing TDU people. The attorney was successful and the member has his job back plus back pay. No longer does this member discredit TDU, but sings their praises.

When the election of IBT officers takes place, there will be candidates backed by TDU and other reform groups. I can find no problem with the candidate that TDU has endorsed for president and will not be swayed by the glossy, but shallow, claims that are being distributed by our present Teamster leaders. The record shows that whatever good they do for the members is because of government intervention.

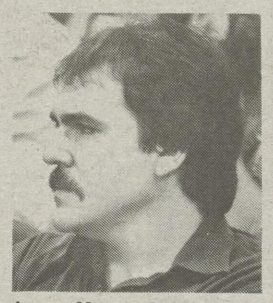
20/20 Vision Member
Ohio

Delegating a Legacy

The world is constantly changing. We must be a positive influence on that change in order for our society to not only progress, but to not regress, because there is really no standing still. While this might be basic and fundamental, it does require an open mind and a conscious effort to try to understand why things are changing, and how the changes should be implemented.

As we prepare for delegate and International union elections, take time to think about our present living and working standards, the goals being set by our current leadership, and what they are doing to achieve these goals. Think about the long-term effects of our decisions and their impact on our children and grandchildren. Then go a little deeper and determine if we should allow our decisions to be based on "what's in it for me now?" or worse yet, fear of what our business agent or local officials might say.

The elections for delegates in your local union and the subsequent elections for the top International officers will be by secret ballot. You will be the only one who knows how you voted. The delegates are the people who will be nominating the candidates for our first direct election of International officers, which will take place in December 1991.

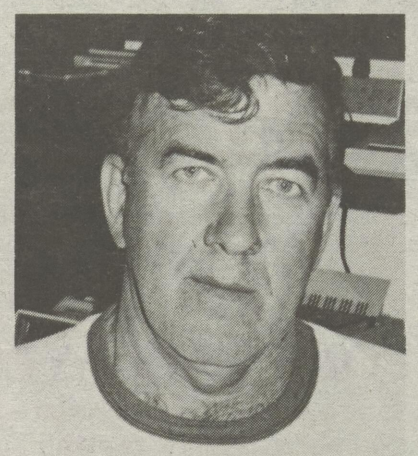


They also will be voting on union policies that affect each one of us as Teamsters. Policies such as pensions, strike benefits, organizing efforts, officers' salaries, and more.

Look at where the candidates stand on these issues. For example, is your candidate in favor of limiting our International officers' salaries and multiple pensions in order to increase our membership benefits and organizing efforts? If not, why?

Think about it, brothers and sisters, because we are at a point in time where we can be part of a lasting, positive change. The rank and file, you and I, for the first time in the history of the Teamsters union, will have a chance to elect our national leadership—the men and women who will be in control of a 1.5 million member workforce that has the capability of setting the living and working standards for generations to come!

Dominick Buscemi
Local 773, Preston
Allentown, Pa.



I'll Be There

George Ragland
President, Local 582
Spokane, Wash.

For years we've wanted to reform our union and now we have the way to do it, through the election process. I'm going to run for delegate in my local and hopefully reform-minded Teamsters everywhere are going to run.

Now is our chance. Let's get together in Detroit in October, then meet again in Orlando next June as elected delegates.

An Alternative to Corruption

My sincere thanks for your unending and dedicated efforts in bringing about a fair representation from officials who, more often than not, do not have your principles and moral fiber. Frankly, I wear my TDU button with pride and tell those who would disrupt this fine movement that their efforts only help the corrupt individuals who work against their best interests and rights. Thanks again, and know that I'll continue to spread the word that there is an alternative to corruption.

Joseph M. Davis
Local 1149, Anheuser Busch
Liverpool, N.Y.

Use of Casuals Hurts Union

While it may be difficult to identify a specific individual adversely affected by the use of casuals, the "nobody's hurt" argument ignores some basic concepts of the collective bargaining system.

Once employees organize into a union, the work of the bargaining unit is owned by the employees collectively. If casuals are performing the bargaining unit work, many employees are potentially being denied opportunities for transfer, promotion, reclassification and overtime. The use of casuals attacks the integrity of the bargaining unit itself, thus weakening the strength and effectiveness of the employees who have decided to be collectively represented by the union. Quite simply, if all the work is being done by "outsiders" the union's unit and the union itself cease to exist.

The transfer of work out of the bargaining unit (to casuals, temporary employees, subcontractors, etc.) has to be recognized as having an adverse impact on the unit, unit employees and the union. The decision and effects of contracting out bargaining unit work and transferring work out of the bargaining unit are mandatory subjects of bargaining.

Remember ... "If the law is against you, argue the facts. If the facts are against you, argue the law. If the law and the facts are against you, yell like hell!"

Jake Workman
Local 150, UPS steward
West Sacramento, Calif.

A Fair Price for Freedom

My best bet will be to send this letter to TDU, because I know it would not get in the Teamster magazine.

Margaret Ann Feis of Local 858 in New York cried in the June issue of the Teamster magazine. William McCarthy cried in the July issue, about the money being spent to clean up our union.

Unlike them, I think the amount is a fair price to pay for freedom.

These two should stop and think. The people at the top of our union, like Presser, Friedman and Hughes, caused all our problems, not us working people. So quit crying on our shoulders—100% of the people I talk to think the same as I do. Instead of paying these crooks and their families the outrageous amounts of money they get, take that money and pay the government. We all know there will be millions left over. We are paying the bill and I am not upset. It's about time our union got cleaned up.

Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio

Union Must Organize

I am thankful that somebody—TDU— has intelligence enough to support a TEAMSTER like Ron Carey. The indifference, apathy and corruption of our International and some local unions astounds many of us. Thankfully, something is finally being done about it by the Investigation Officer. Companies like Yellow and Roadway continue to prosper, but where is the organizing of Overnite and Viking? Unions are losing ground. It is estimated that by the year 2000 only 10% of U.S. labor will be union. Hopefully an honest representative of the Teamsters like Ron Carey can gain organizing strength. Since deregulation, nobody else has.

Ralph Ekelman
Local 63, Yellow Freight
Barstow, Calif.

Don't Miss Your Chance to Make History!

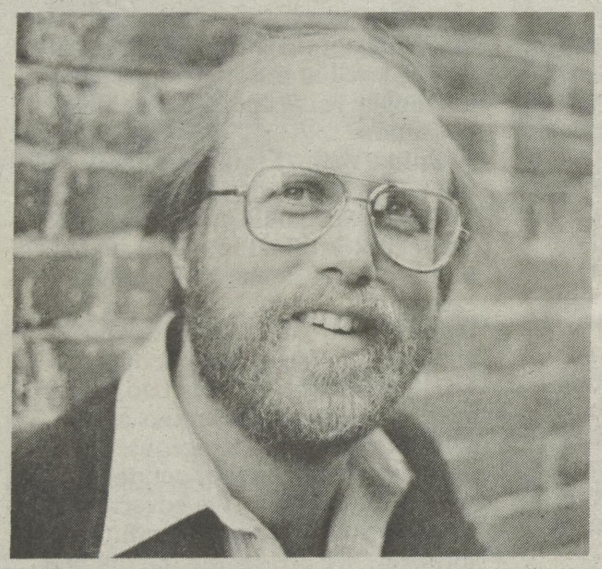
TDU RANK & FILE CONVENTION

October 26-28, 1990

THIS IS THE PLACE FOR DELEGATES

"Democracy is not a spectator sport. If you're planning to run for delegate, the TDU Convention is the place to be this October. We need as many rank and file delegates at the June IBT Convention as we can possibly win to carry the ball for Ron Carey, protect our Right to Vote, and continue to reform our IBT Constitution. At the '81 IBT Convention when I introduced an amendment for an Ethical Practices Committee, the officers hooted the idea down. Now our time has come, and the TDU Convention is where we'll be preparing our reform forces. See you in Detroit!"

—Diana Kilmury, Local 155, Vancouver, B.C.

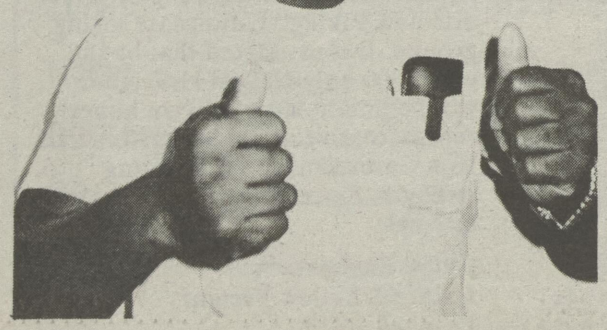


KNOWLEDGE IS POWER—LEARN YOUR RIGHTS

The convention features many educational workshops, led by labor attorneys and educators, and experienced Teamster leaders. Attorney Robert Schwartz (pictured at left), author of the popular "Legal Rights of Union Stewards," will present a workshop on that topic. Other workshops at this year's convention include Running for Delegate, Workplace Strategies, Pension Rights and Reform, and more. Labor history professor Nick Salvatore will address the Family Members in TDU meeting on the role that spouses have played in the labor movement. Dan LaBotz, author of "Rank & File Rebellion: Teamsters for a Democratic Union," will lead the History of TDU workshop. And on Friday evening, Election Officer Michael Holland will explain the upcoming elections and the rules, and answer questions from members. See pages 8 and 9 for full convention schedule and workshops.

IBT ELECTIONS—MEET THE CANDIDATES

Accredited candidates for IBT office have been invited to speak to the convention and be available for your questions. Ron Carey (pictured at right), the independent reform candidate for General President, will address the convention on behalf of his candidacy. Potential candidates for other positions will be present, and discussion of the election will be a part of the convention.



RANK & FILE TEAMSTER UNITY

"We care about our union. We know that an educated and involved membership is what makes for a strong union. Last year we took up a collection and sent one of our members to the TDU Convention in Pittsburgh. He came back so pumped up and impressed that we hope to bring five or six members to Detroit this time. TDU has helped us a great deal and we know the convention is going to be a learning experience and fun. See ya there, Bubba!"

—Big John McClain, Houston Local 988, Chemical Leaman